

**2013 CITY OF SAN JOSE – AMSP/CAMP NEGOTIATIONS  
TENTATIVE AGREEMENT**

**UNION PROPOSAL #16 – PROBATIONARY PERIODS**

Proposed Language:

**ARTICLE (X) PROBATIONARY PERIODS**

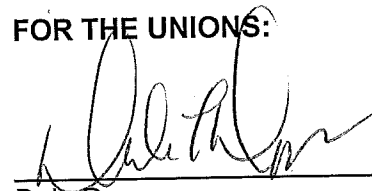
- (X). 1 Probationary Period Calculation. Probationary periods shall not be less than six (6) months of actual service as determined by the Civil Service Commission. Actual service shall mean regular hours worked, paid holidays and up to 80 hours of other cumulative or consecutive paid or unpaid absences.
- (X).2 An employee's probationary period may be extended at the discretion of the City up to a maximum of six (6) months of actual and continuous service. The employee will be notified in writing of the length and reason for the extension.

*\* This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

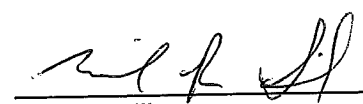
**FOR THE CITY:**

 4-19-13  
\_\_\_\_\_  
Alex Gurza Date  
Deputy City Manager

**FOR THE UNIONS:**

 4/19/2013  
\_\_\_\_\_  
Dale Dapp Date  
President  
AMSP, IFPTE, Local 21

 4/19/13  
\_\_\_\_\_  
Aron Wilcox Date  
CAMP, IFPTE, Local 21

 4/19/13  
\_\_\_\_\_  
Mike Seville Date  
Business Agent  
IFPTE, Local 21